G R S 58]
Previous references
76-09 (1-4)
127-08 (1-3)
38-6-1

Later references

1910
(Education)

File No 219-10
Serial Nos 3-5

GENERAL AND REVENUE SECRETARIAT

Serial Nos 3-5

Part B for June, 1911

SUBJECT

Pay of Mr C R Reddy

3 from Mr C R Reddy, letter d 27 3 11 States that the Comptr has objected to his drawing pay at Rs 330/- after his reversion to the Office of the D Cl of Edn

4 from Do, letter d 30 3 11 Represents that as he is not to draw pay at Rs 580/ as asst to the D Cl of Edn, the increments also will be postponed

5 to the Comptr, no 10568 d 24 6 11 States that the salary sanctioned to Mr C R Reddy at the time of his first transfer to the Maharaja's College should be continued to be paid to him even during his employment in the Office of the D Cl of Edn for a short period in July 1911 Memo no 10576 forwards copy of the above to the D Cl of Edn

GPB—5 000—22-10-10

GRS 11] 1910 11 71

GENERAL AND REVENUE SECRETARIAT

(Education)

NOTES

File No 219/10

FILE HEADING

Pay of Mr C R Reddy

From

~~Mr~~ C R Reddy Esq BA

No Dated 27 3 11 Received 29 3 11

Diary No 6228 | Enclos | Spare Copies | Serial No 3

BRIEF ABSTRACT OF LETTER

States that the Comptroller has objected to his drawing pay at Rs 550 (from 5 to 31 st May 1910) after his reversion to the Office of the Inspector General of Edn as Asst to the D of Edn & has asked for a refund of the excess over Rs 500/ drawn by him, & requests that the objection may be ordered to be withdrawn

NOTES AND ORDERS

In the Office letter No 7469 Edn 219/10 2 & 13 3 1911 the Comptroller was informed that the Salary sanctioned to Mr Reddy at the time of his first transfer to the College viz Rs 550 on the pay (400-50-500 Rs) should be paid to

NOTES—First sheet

GPB—15 000—24 4 09

Serial No

to have during his employment in the College The Comptroller has objected to Mr Reddy having drawn pay at Rs 550 during his employment from 5-4-10 to 31st July 1910, as stated to the D Gl of Edn. Mr Reddy requests that the objection may be ordered to be withdrawn He has addressed Govt (in the Financial Dept) direct Submitted for orders

HKRao 5/4

5-4-1911 Mr Reddy may be asked to submit his representation through the proper official channel ~~He has~~ ~~matter recorded informally, and~~ The Statement of objection raised by the Comptroller has not also been sent by Secretary)

bz 5/4/11

P.T.O

G R S 12]
General and Revenue Secretariat

Edn File No 219 of 19 10

Serial No 4

Fr Mr C R Reddy B.A No

dy 30 3 1911

Represents that he is not to draw pay at Rs 550 as Asst to the I Gly Edn after his reversion from the Maharaja's College, the increments also will be postponed

3 The previous papers on the subject were sent to Secy to Govt This may also be sent in Continuation

A 1780 orng 4
6 4 1911

These matters are guided by Rules & Regulations, and Mr Reddy would do well to submit his representations thro' the proper official channel — (Sd) 6/4/11

Does not seem worth while returning this. It is a small matter we may disregard it

Sd 19/4/11

5 This office memo No 2304/Gen 76-09 to the Comptroller forwarding a copy of the Notfn appointing Mr Reddy as Actg Professor of History in the Maharaja's College during Mr Denham's absence says that Mr Reddy will be

T. I. O.

NO No 1120 dt 19-4-11

COMPTROLLER'S OFFICE
CIVIL BRANCH
21 APR 1911
BANGALORE
MYSORE GOVT

R 319

NOTE—Contd sheet

GPB—50 00 12 8 10

Serial No

placed in the A II grade of Educational officers (Rs 400-50-700) drawing on Rs 550 and continuing to be subject of course to the ~~probationary~~ term fixed if necessary hereafter under this order Mr Reddy ~~is entitled to Rs 600~~ should be continued in the Grade A 2 irrespective of his transfer to the 7th office for a short period in July 1910.

7 Forwarded to the Comptroller & Auditor General for favour of remarks, with reference to his + in being taken note of letter No 5788/AC 764 dt 28/3/11 referred to in Mr Reddy's letter dt 30/3/11 under his postal.

C Balanada Rao
Secretary to Govt
Genl & Rev Depts

19/4/11

MC 21/4

NOTE— Contn sheet

CPB—50 000— 12 8 10

G R S 12]
General and Revenue Secretariat

File No 29 of 1910-11

5

Serial No 8

No 235/25 4 11 Enc 2

The office note sent herewith explains the situation - A ~~Hardpain~~ copy of this office letter dt 28/3/11 is also sent The action of this office is strictly according to rules & orders of Govt

22/4/11 VNG 26/4

IV
26/4/11 -

NOTE—Contn sheet

CPB—50 000—12 8 10

P.T.O

G2 219-10

9 Mr. C R Reddy's first appointment was as Assistant to the Inspector General of Education, on a fixed pay of Rs 500/- per mensem

10 On the grant of long leave to Mr Denham Mr Reddy was posted to the Maharaja's College to act as Professor of History, and placed in the Rs 400-50-700 grade, starting therein on Rs 550/-

11 He held this acting appointment from 25th September 1909 to 4th July 1910
He was on joining time from 5th July 1910 to 10th July 1910
Assumed charge of his duties in the office of Inspector General of Education and remained there from 11th July 1910 to 23rd July 1910

He was subsequently posted to Mysore as Professor of History which appointment he took charge on 1st August 1910 The order transferring him to Mysore this time was silent as regards his salary on which a reference was made by this office In their reply to this, Government said that "the salary sanctioned to Mr Reddy at the time of his first transfer to the College viz 550 in the grade (400-50-700) should be paid to him during his employment in the College"

12 During the period he was not in the College, he was allowed only the pay of his substantive appointment as Assistant to the Inspector General of Education on Rs 500/- and as he had drawn during this period also at Rs 550/- the excess drawn was ordered to be ~~returned~~ refunded This period was also not taken into account towards service for increment in his appointment as Professor on Rs 400-50-700 This office letter No 5783 dated 28th March 1911 in reply to his enquiry, explains the reason for this ... This is the letter required by the Secretariat

~~Sd/ L. Visvanath Padami,~~

Asstt Comptroller

~~Asst. Comptroller~~

ಫೈ 219-10

Docket No 5708/A C 764 dated 28th March 1911 from the Comptroller, Mysore Government, to ~~the~~ C R Redd Esq., M A., Professor Maharaja's College, Mysore

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With reference to his letter of the 2nd Instant enquiring why he has been authorised to draw his increment only from 1st November 1910 and not from 1st October 1910, has the honour to state that the period during which he was not Professor in the College viz., from 5th July 1910 to 31st July 1910 should be left out of account in calculating the period of his service for increment in his appointment as Professor in the College This together with the operation of the rule contained in Article 85 of the Mysore Service Regulations has resulted in putting off his increment to 1st of November 1910

Sd/ T Pistopantn Badami,
Assistant Comptroller

"C O P Y"

T Pantulu Badami

Assistant Comptroller

PTO

G R S 12]
General and Revenue Secretariat

Govt File No 219 of 1910-11

4631

Serial No 13

Submitted with the usual opinion of the Comptroller and with a draft order for approval or other orders

Mr Sng 14 Secy) Mar 28/4/11

27/4/11

15 When Mr Reddy worked in the Maharaja's College ~~acted~~ for Mr Denham during the latter's absence on leave, he was placed in the grade of Rs 400 – 700 on 530 Rs & I do not think that, during the short period when he reverted to the Phys Office on July 10 after Mr Denham's return before he was again sent to the Maharaja's College, it was the intention of Govt to take him out of the grade & put him on the fixed pay he was drawing originally as ~~Phys~~ Assts to the Phys of 400 Rs. If our view is correct the draft may be approved

2nd C & Dewan) Phys 1/5/11

16 I wish to see the file about Mr Reddy's appt ~~to~~ in 400-700 I cannot find it here –

2/5/11

2083

× The file is herewith Butterfly and Subs- Duty 4 571 Flag B

NOTE—Contn sheet

GPR 50-00-12 8 10

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62 28

9

G R S 12]
General and Revenue Secretariat

GR File No 219 of 1910-11

Serial No	
17	Is there no doubt on the question whether an officer not confirmed (as Mr Reddy is in this case) is entitled to count his service for increments & to get his periodical increments as a matter of course without further orders of Govt? Are there any rulings or precedents? If necessary, the H Secretary's opinion may be requested.
18	Current Note. 4/5/11
	5/5/11
19	Forwarded to the Jud Secy for favour of opinion
	H Dis 989
	5/5/11
	(for Secy)
20	
	Sub DRL-47 An officer on probation Cannot Claim Increments
	10/5/11
	10/5/11

NOTE—Contn sheet

CPB—50 000—12 8 10

6321

G R S 12]
General and Revenue Secretariat

File No 219 of 1910-11

Serial No

in a progressive Appointment unless he is confirmed and even then a drawing the year of probation is left out of Calculation. The reason do there is easy to Explain increments not Be given as a matter of course but for approved service and an Officer being on probation shelf shows that he has yet to show his fitness for the place and his service account therefore Upso facto be approved and Count for increments.

H Secy) 4/12 SR

21 With reference to Secnd Commissioner's query of 4 5 11, it all depends on the terms of the first order fixing the Officer's emoluments during the probationary period. The Note of Asstt Comptr G.A.D. submitted herewith deals with some precedents. In Mr Reddy's case the intention of Govt was quite clearly expressed in their orders. M 4/12/5 11

* Vide Paras 13 to 18 of the Note

B IV) 2 W 27/5

Note—Contn sheet

CPB—50 000—12 8 10

G R S 12]
General and Revenue Secretariat

File No 219 of 1910-11

Serial No

Submitted with the Final Scrip opinion

22/5/11

Secy)

23/5/11

2nd Cr

23/5/11

The interval being short, the increased pay may be continued as proposed in draft.

Dewan

27/5/11

11891/1611

Draft approved by Dewan 19/6/11

Josue

21/6/11

5 To the Comptr 6565 of 24 6 11

States that the salary sanctioned to Mr Reddy at the time of his first transfer to the Maharaja's college, viz Rs 530 in lieu of Rs 500 should be continued to be paid to him even during his employment in the Office of the Pr

NOTE—Contn sheet

G R S 12]
General and Revenue Secretariat

Edn File No 214 of 19 17

Serial No	
	of Edn for a short period in July to
	White 1 of Edn 10566 dt 24 6 11
	forwards copy of the abt —

NOTE—Contn sheet

GPB—50 00 —12 8 10

Serial No

The principle on which the increments in a progressive appointment should be given, as stated by the Assistant Financial Secretary, is all right But in sanctioning the pay of some individual officers of the Educational Department of the State, the Government does not appear to have been strictly guided by this principle alone The circumstances of each case appear to have been taken into consideration in fixing the pay during the probationary period of each officer And so, the pay during such probationary period is not in all cases a fixed one as will be seen from the extracts noted below of some Government Orders

(1) Mr Sell- The pay of Mr Sell during his probationary period of 3 years has been fixed at Rs 400/- per mensem This order was issued in September 1904 and another order of March 1908 confirming him placed him in grade A 2 (400-50-700) of Educational Officers

(2) Mr Metcalf- His pay will be Rs 500/- rising to Rs 1,000/- by annual increments of Rs 50 but he will be appointed on probation for 5 years, at the end of which period, it will be open to the Government or to Mr Metcalf to terminate the contract

(3) Mr McCombe- Mr McCombe s appointment will be on probation for 2 years in the first instance,

NOTE—Contn sheet

Serial No

and will be subject to confirmation at the end of that period in the event of his giving satisfaction During the period of probation his salary will be Rs 500/- a month during the first year and Rs 550 a month during the second year On confirmation, his salary will be fixed at Rs 600 - $\frac{50}{1}$ - 1000

(4) Mr Usher - His pay will be fixed at Rs 500/- rising to Rs 1000/- by annual increments of Rs 50/- The appointment will be on probation for 5 years, at the end of which period, it will be open to Government or to Mr Usher to terminate the engagement

Travelling allowance will be the same as for Educational Officers of Class A II for the first 5 years and of Class A I thereafter.

From these extracts, it can be seen that in the case of officers mentioned above, all of whom were probationary in the first instance, the principle of granting increments only after confirmation has not been strictly adhered to In (1) Government themselves fixed one particular rate of pay during the probationary period of the officer, and expressly placed him on a progressive pay on confirmation In (2) Government did not make this difference between the probationary period and afterwards They

NOTE—Contn sheet

G1 B— 000—27 4.09

They ~~may~~ once for all placed him on a progressive rate of pay In (3) Government fixed different rates of pay for the 2 years of probation, thereby actually giving him an increment during the 2nd year of probation In(4), also, a progressive rate of pay is sanctioned to him once for all, and from the travelling allowance rates sanctioned to him for the first 5 years and after, it can be reasonably inferred that Government while sanctioning the progressive pay once for all, contemplated that increments should be given during the probationary period also, otherwise they would not have made the Travelling allowance rates depend upon his salary It was only on the calculation that he would be getting more than Rs 700/- after 5 years, that he is given the rates applicable to A l Officers

It does not therefore appear that the general principle of increment is to be applied to Educational Officers during the probationary period also, as a rule, but that each case should be dealt with according to the Government orders regulating them

As regards Mr Reddy, when he was first appointed to the service on probation, his pay was fixed at Rs 500/- without reference to any progressive pay grades This is parallel to Mr

Note—Contn sheet

GPB—5 000—27 4 9

Serial No

Mr. Sell s case so far. But when Mr. Reddy was posted to Mysore Government said that he Will be placed in the A 2 Grade of Educational Officers (Rs 400-50-700) starting therein on Rs 550/ He was therefore actually given an increment even while being placed in the grade The reference made to the Secretariat by this office in December 1910 (No 3719 dated 17th December 1910) also brings to their notice that increments of the grade are due to Mr Reddy but their reply is quite silent bout it From this also, it was inferred that there is nothing explicit against allowing the increments of the progressive pay to him

The point raised by the Assistant Financial Secretary was not therefore overlooked On the other hand, all the orders from which extracts are given above were looked into, and as there appeared to be no doubt about allowing the increment, it was authorised

16-5-11

Asst Comptroller

G I B—5o 000—27 4 9

11/
29/3 pm

D 6220 / D 3897

Mysore
27 3 11

To

The Secretary, Financial Department-

Bangalore

From Prof C R Reddy, Mysore —

Sir

With reference to the Comptroller's Objection Statement- No 50 dated 18 3 11 I have the honour to submit- that it seems to be based on the assumption that- the G O granting me grade and increment- was applicable only to my acting tenure If this were so, then a fresh G O would have been issued when restored to the grade and pay of my present- appointment- It seems to me that- logically one of two courses is available — either a new G O should be issued (- a thing which I would welcome as clearing up the complicated situation in which I am placed), or the old G O should be treated as conferring, not- merely temporary, but- permanent- privileges

Apart from these formal considerations even the present- order of retrenchment- creates or causes substantial injustice as can be shown from a review, too long withheld, of the entire situation At the time of my acting appointment my pay, fixed, was

Rs 500/ and I officiated for an Officer of the Grade of Rs 700 – 1000, that is, in grade AI of the Mysore Educational Service. Had I been given an acting allowance, calculated in the usual way, I would have been, pecuniarily speaking, better off than under the G O in question in which, to aggravate matters, a very limited interpretation has been placed. I reconciled myself to the loss by the thought that I had at least got permanent possession of grade and increment.

Moreover I was put to the by no means light expense of having to change stations thrice in about nine months – from Bangalore to Mysore, and back again, and again from Bangalore to Mysore. On an informal talk with the Head of my Department I represented to him the heavy nature of my expenditure and the inadequate allowance I was given, but was easily induced to refrain from formally raising questions in view of the grade & increment so generously conferred upon me.

If the present interpretation is upheld, then it becomes a matter of doubt as to when it was that I was promoted, substantively, to a higher pay. As this is no small question but one of vital importance to me, I must

request will I should be referred to the decision Government

Now, under these circumstances, Considering the losses I have already Suffered, I am obliged to request that the present retrenchment order may be withdrawn I Should also feel very Grateful to you if you kindly Submit this Communication to the orders of Government

I have the honour to be
Sir
Your most obedient Servt
C Q Reddy

P S I Shall be much obliged if this is treated as urgent matter

Edn 219-10-4 4

Despone
30 3 11

632

To
The Financial Secretary to Government

From
Prof C R Reddy

Sir

In continuation of my recent letter I have the honour further to submit that it appears from the Comptrollers No 5788 dated 28 3 11, that I not only AC No 764 lose the increment for the period during which I served as Asst to the Director-General of Education but that that period is deducted from the term qualifying for further increments, when the result that I lose the increment for October 1911 though I was then doing duty as Professor in the College My promotion to Rs 600/ with effect from the present interpretation is allowed 650 ? to stand; the date from Nov 1911, & not from Oct 1911 as I had expected it would be

The Comptrollers interpretation has written down most of the advantages of the G O which granted me grade and increment- I am not sure that when everything is reckoned up — the expenses of the three transfers etc - it has not left me with an unfavourable balance As I could resist the correction that Government intended to do substantial

Good & Justice, I must request you to do me the favour to submit this paper also to the kind decision of Government

My Contention is that the GG was not limited in its application to the period of my acting appointment But if it is settled that it is so limited, then in view of what I had undergone I must request Government to sanction to me an adequate allowance

I have the honour to be
Sir
Your most obdt Servt
C R Reddy

GRS 26]

Diary No of letter replied to

General and Revenue Secretariat
( )
the 19

Date of issue

Signed by

File No
Serial No 5

To
The
in Mysore

Sir,

In continuation of my letter No 7469/GR-219-10 dt the 17th March 1911 Re granting the salary of Mr C R. Reddy, Professor, Maharajahs College, Mysore, I am directed to state that the salary sanctioned

over

SUBJECT

He was at the time of first transfer to the Maharaja's College Viz Rs 550 in Class A2 (400-50-700) should be continued to be paid to him even during his employment in the office of the Dy Ch Engr for a short period in July 1910.

Please see

CSJ

For Secy

10566

Copy to the Dy Ch Engr

By order

CSJ

For Secy

27/4/11

27/4/11

List of enclosures,

Copied by

Examined by 27/4/11

G I D—20 000—2-9 10